



BOARD OF SUPERVISORS AGENDA ITEM REPORT AWARDS / CONTRACTS / GRANTS

☐ Award ☒ Contract ☐ Grant

Requested Board Meeting Date: 01/23/2024

* = Mandatory, information must be provided

or Procurement Director Award: ☐

***Contractor/Vendor Name/Grantor (DBA):**

International Business Machines Corporation DBA IBM Corporation

***Project Title/Description:**

Enterprise Resource Planning (ERP) System Implementation Services

***Purpose:**

Amendment of Award: Master Agreement No. MA-PO-23-125, Amendment No. 03. This Amendment is for a one-time increase in the amount of \$660,000.00 for a cumulative not-to-exceed contract amount of \$19,000,000.00, and revises the Statement of Work to incorporate changes included in Project Change Request 3. Administering Department: Analytics and Data Governance.

***Procurement Method:**

Pursuant to Pima County Procurement Code 11.12.020, Competitive sealed proposals, on 02/07/2023, the Board of Supervisors approved an award of contract for a term effective 01/24/2023 to 04/01/2025 in the award amount of \$17,500,000.00.

On 06/20/2023, the Board of Supervisors approved Amendment No. 01, which increased the not-to-exceed contract amount by \$840,000.00 for a cumulative not-to-exceed contract amount of \$18,340,000.00, and revised the Statement of Work to incorporate changes included in Project Change Request 1.

On 10/13/2023, the Procurement Director approved Amendment No. 02, which revised the Statement of Work to incorporate the changes included in Project Change Request 2.

PRCUID: 425287

Attachment: Contract Amendment No. 03.

***Program Goals/Predicted Outcomes:**

Increase County efficiency and interoperability through the implementation of an integrated ERP system, including by not limited to functionality for Financials, Human Resources, Benefits, Payroll, Procurement, Talent Management and Reporting. Existing enterprise systems, such as those for Work Management and Debt Management will be integrated into the ERP system to continue such functionality. Additional third-party systems may be added to enhance functionality as such needs are identified. The number of systems currently supported by County will be reduced as more functionality is integrated into the ERP system. In accordance with Governmental Accounting Standards Board pronouncement 96, to accurately account for the ERP implementation project costs Finance staff will transfer to the project budget authority, actual staff costs and the associated cash as appropriate from departments that have staff who charge their time to the project.

***Public Benefit:**

As the systems being replaced are vital to the operations of the County, a more fully integrated ERP system will allow County departments to more efficiently perform their duties, thereby permitting the County to better serve its constituents in a more cost-effective environment.

***Metrics Available to Measure Performance:**

Standard project management measurements to track progress of the project and validate implementation success. Analysis of life-long costs and support metrics during the life of the ERP system.

***Retroactive:**

No.

TO: COB 01/18/2024 (1)

VERS: 6

PGS: 6

THE APPLICABLE SECTION(S) BELOW MUST BE COMPLETED

Click or tap the boxes to enter text. If not applicable, indicate "N/A". Make sure to complete mandatory (*) fields

Contract / Award Information

Document Type: _____ Department Code: _____ Contract Number (i.e., 15-123): _____
 Commencement Date: _____ Termination Date: _____ Prior Contract Number (Synergen/CMS): _____
☐ Expense Amount \$ _____ * ☐ Revenue Amount: \$ _____

***Funding Source(s) required:** _____

Funding from General Fund? ☐ Yes ☐ No If Yes \$ _____ % _____

Contract is fully or partially funded with Federal Funds? ☐ Yes ☐ No

If Yes, is the Contract to a vendor or subrecipient? _____

Were insurance or indemnity clauses modified? ☐ Yes ☐ No

If Yes, attach Risk's approval.

Vendor is using a Social Security Number? ☐ Yes ☐ No

If Yes, attach the required form per Administrative Procedure 22-10.

Amendment / Revised Award Information

Document Type: MA Department Code: PO Contract Number (i.e., 15-123): 23-125
 Amendment No.: 03 AMS Version No.: 6
 Commencement Date: 01/23/2024 New Termination Date: N/A
 Prior Contract No. (Synergen/CMS): N/A

☒ Expense ☐ Revenue ☒ Increase ☐ Decrease

Amount This Amendment: \$ 660,000.00

Is there revenue included? ☐ Yes ☒ No If Yes \$ N/A

***Funding Source(s) required: Non-Bond Project Funds**

Funding from General Fund? ☐ Yes ☒ No If Yes \$ N/A % N/A

Grant/Amendment Information (for grants acceptance and awards)

☒ Award ☐ Amendment

Document Type: _____ Department Code: _____ Grant Number (i.e., 15-123): _____
 Commencement Date: _____ Termination Date: _____ Amendment Number: _____
☐ Match Amount: \$ _____ ☐ Revenue Amount: \$ _____

***All Funding Source(s) required:** _____

*Match funding from General Fund? ☐ Yes ☐ No If Yes \$ _____ % _____

*Match funding from other sources? ☐ Yes ☐ No If Yes \$ _____ % _____

*Funding Source: _____

*If Federal funds are received, is funding coming directly from the Federal government or passed through other organization(s)?

Contact: Procurement Officer, Kelsey Braun-Shirley Digitally signed by Kelsey Braun-Shirley
Date: 2024.01.16 13:09:35 -07'00'


Acting Division Manager, Troy McMaster Digitally signed by Troy McMaster
Date: 2024.01.16 13:10:01 -07'00'

Department: Procurement Director, Terri Spencer Digitally signed by Terri Spencer
Date: 2024.01.16 14:34:39 -07'00'

Telephone: 520.724.8728

Department Director Signature: Javier Baca Digitally signed by Javier Baca
Date: 2024.01.16 14:34:39 -07'00'

Date: _____

Deputy County Administrator Signature: 

Date: 1-18-2024

County Administrator Signature: 

Date: 1-18-2024

Pima County Procurement Department

Project: Enterprise Resource Planning (ERP) System Implementation Services

Contractor: International Business Machines Corporation dba IBM Corporation
1 Orchard Road
Armonk, NY 10504

Contract No.: MA-PO-23-125

Contract Amendment No.: 03

| | | | |
|--|-------------------------|---------------------------------|------------------|
| Orig. Contract Term: | 01/24/2023 – 04/01/2025 | Orig. Amount: | \$ 17,500,000.00 |
| Termination Date Prior Amendment: | 04/01/2025 | Prior Amendments Amount: | \$ 840,000.00 |
| Termination Date This Amendment: | 04/01/2025 | This Amendment Amount: | \$ 660,000.00 |
| | | Revised Total Amount: | \$ 19,000,000.00 |

CONTRACT AMENDMENT

The parties agree to amend the above-referenced contract as follows:

1. Background and Purpose.

- 1.1. Background. On January 24, 2023, County and Contractor entered into the above referenced agreement to provide implementation services for County's new ERP system.
- 1.2. Purpose. County requires an amendment to process Project Change Request 3, modifying the scope of integrations, models, reports and support work.

2. Maximum Payment Amount. The maximum amount the County will spend under this Contract, as set forth in Section 5.2, is increased by \$ 660,000.00. County's total payments to Contractor under this contract, including any sales taxes, will not exceed \$ 19,000,000.00.

3. Scope of Services. The parties have revised the IBM Statement of Work for Workday Implementation to incorporate the changes described in **Exhibit D: Project Change Request 3** (4 pages).

All other provisions of the Contract not specifically changed by this Amendment remain in effect and are binding upon the parties.

This contract template has been approved as to form by the Pima County Attorney's Office.

PIMA COUNTY

Chair, Board of Supervisors

Date

ATTEST

Clerk of the Board

Date

APPROVED AS TO CONTENT

 Nancy Cole

Department Head

1/9/2024

Date

**INTERNATIONAL BUSINESS
MACHINES CORPORATION DBA IBM
CORPORATION**

Authorized by Randall Serak

on 2024-01-10

Authorized Officer Signature

Randall Serak Associate Partner

Printed Name and Title

2024-01-10 12:52:51 PST

Date

EXHIBIT D

Project Change Request 3

| PROJECT CHANGE REQUEST (PCR) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|--------------------------------|------------|---------------------------|--|--|--|---------|----------|----------------------------|------------|---------|----------|------------------------|------------|---------|----------|-----------------|------------|---------|----------|--------------------------|------------|---------|----------|----------------------|------------|---------|----------|-------------------|------------|---------|----------|-----------|------------|---------|----------|--------------------|------------|---------|----------|----------------------|------------|---------|----------|-------------------|------------|---------|----------|-------------------|------------|---------|----------|------------------------------|------------|---------|----------|--------------------------------|------------|---------|----------|--------------------------------|------------|---------|----------|-----------------------------|------------|---------|----------|---------------|------------|
| PCR Date: TBD PCR Number: 003 | Requested by: International Business Machines Corporation ("IBM") | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>This PCR must be approved by all the parties' signature below.</p> <p>All terms of that certain Professional Services Contract (Contract No: MA-PO-23-125) dated January 12, 2023 and Exhibit A: IBM Statement of Work for Workday Implementation entered between IBM and Pima County ("Pima"), dated January 3, 2022 (the "SOW"), which are not amended by this this PCR shall remain in full force and effect. Unless defined herein, capitalized terms shall have the meaning ascribed to them in the SOW.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>The parties hereof agree that this PCR modifies the existing referenced SOW & PCR 001; PCR002 plus PCR003 as follows:</p> <div style="margin-left: 40px;"> <p>A. WD AND MULE Integrations</p> <p>B. Adaptive Models</p> <p>C. Adaptive Reports</p> <p>D. Adaptive Integrations</p> <p>E. Financial Reports</p> <p>F. Grants support</p> </div> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>A. Integrations</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td style="padding: 2px 5px;">INT041 - SSO / MFA Config</td></tr> <tr><td style="padding: 2px 5px;">INT062 - Workday Outbound to Adaptive GL Master Data</td></tr> <tr><td style="padding: 2px 5px;">INT070 - Customer Invoice BIRT (Reporting)</td></tr> <tr><td style="padding: 2px 5px;">Custom Layout(s) – WD including Purchase Order</td></tr> </table> | | | | INT041 - SSO / MFA Config | INT062 - Workday Outbound to Adaptive GL Master Data | INT070 - Customer Invoice BIRT (Reporting) | Custom Layout(s) – WD including Purchase Order | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| INT041 - SSO / MFA Config | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| INT062 - Workday Outbound to Adaptive GL Master Data | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| INT070 - Customer Invoice BIRT (Reporting) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Custom Layout(s) – WD including Purchase Order | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>B: Models</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #ffff00;"> <th style="width: 10%;">JIRA ID</th> <th style="width: 15%;">Sheet Discovery Status</th> <th style="width: 55%;">Description</th> <th style="width: 20%;">Referenced</th> </tr> </thead> <tbody> <tr><td>P1-2159</td><td>Complete</td><td>Operating Calculation Cube</td><td>PCR Needed</td></tr> <tr><td>P1-2160</td><td>Complete</td><td>Operating Summary Cube</td><td>PCR Needed</td></tr> <tr><td>P1-2161</td><td>Complete</td><td>Revenue Modeled</td><td>PCR Needed</td></tr> <tr><td>P1-2162</td><td>Complete</td><td>Revenue Calculation Cube</td><td>PCR Needed</td></tr> <tr><td>P1-2163</td><td>Complete</td><td>Revenue Summary Cube</td><td>PCR Needed</td></tr> <tr><td>P1-2164</td><td>Complete</td><td>Personnel Summary</td><td>PCR Needed</td></tr> <tr><td>P1-2165</td><td>Complete</td><td>Personnel</td><td>PCR Needed</td></tr> <tr><td>P1-2166</td><td>Complete</td><td>Global Assumptions</td><td>PCR Needed</td></tr> <tr><td>P1-2167</td><td>Complete</td><td>Benefits Assumptions</td><td>PCR Needed</td></tr> <tr><td>P1-2168</td><td>Complete</td><td>Benefit Elections</td><td>PCR Needed</td></tr> <tr><td>P1-2169</td><td>Complete</td><td>CIP Modeled Sheet</td><td>PCR Needed</td></tr> <tr><td>P1-2170</td><td>Complete</td><td>Grants Revenue Modeled Sheet</td><td>PCR Needed</td></tr> <tr><td>P1-2171</td><td>Complete</td><td>Grants Operating Modeled Sheet</td><td>PCR Needed</td></tr> <tr><td>P1-3059</td><td>Complete</td><td>Grants Personnel Modeled Sheet</td><td>PCR Needed</td></tr> <tr><td>P1-3060</td><td>Complete</td><td>Grants Personnel Cube Sheet</td><td>PCR Needed</td></tr> <tr><td>P1-3756</td><td>Complete</td><td>Salary Grades</td><td>PCR Needed</td></tr> </tbody> </table> | | | | JIRA ID | Sheet Discovery Status | Description | Referenced | P1-2159 | Complete | Operating Calculation Cube | PCR Needed | P1-2160 | Complete | Operating Summary Cube | PCR Needed | P1-2161 | Complete | Revenue Modeled | PCR Needed | P1-2162 | Complete | Revenue Calculation Cube | PCR Needed | P1-2163 | Complete | Revenue Summary Cube | PCR Needed | P1-2164 | Complete | Personnel Summary | PCR Needed | P1-2165 | Complete | Personnel | PCR Needed | P1-2166 | Complete | Global Assumptions | PCR Needed | P1-2167 | Complete | Benefits Assumptions | PCR Needed | P1-2168 | Complete | Benefit Elections | PCR Needed | P1-2169 | Complete | CIP Modeled Sheet | PCR Needed | P1-2170 | Complete | Grants Revenue Modeled Sheet | PCR Needed | P1-2171 | Complete | Grants Operating Modeled Sheet | PCR Needed | P1-3059 | Complete | Grants Personnel Modeled Sheet | PCR Needed | P1-3060 | Complete | Grants Personnel Cube Sheet | PCR Needed | P1-3756 | Complete | Salary Grades | PCR Needed |
| JIRA ID | Sheet Discovery Status | Description | Referenced | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| P1-2159 | Complete | Operating Calculation Cube | PCR Needed | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| P1-2160 | Complete | Operating Summary Cube | PCR Needed | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| P1-2161 | Complete | Revenue Modeled | PCR Needed | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| P1-2162 | Complete | Revenue Calculation Cube | PCR Needed | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| P1-2163 | Complete | Revenue Summary Cube | PCR Needed | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| P1-2164 | Complete | Personnel Summary | PCR Needed | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| P1-2165 | Complete | Personnel | PCR Needed | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| P1-2166 | Complete | Global Assumptions | PCR Needed | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| P1-2167 | Complete | Benefits Assumptions | PCR Needed | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| P1-2168 | Complete | Benefit Elections | PCR Needed | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| P1-2169 | Complete | CIP Modeled Sheet | PCR Needed | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| P1-2170 | Complete | Grants Revenue Modeled Sheet | PCR Needed | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| P1-2171 | Complete | Grants Operating Modeled Sheet | PCR Needed | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| P1-3059 | Complete | Grants Personnel Modeled Sheet | PCR Needed | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| P1-3060 | Complete | Grants Personnel Cube Sheet | PCR Needed | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| P1-3756 | Complete | Salary Grades | PCR Needed | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

C: Adaptive Reports

| JIRA ID | Report Status |
|--------------------------|--|
| P1-2849 | Actuals & Forecast Data by Object |
| P1-689 | Download of Reports Group - Funds Budget Data With RIP (PB) |
| P1-691 | County-Wide Monthly Financial Forecast Report |
| P1-677 | Budgeted Duplicate Positions for Department by Unit |
| P1-685 / P1-686 | Department-wide Recommended Budget & Departmental Overview |
| P1-684 | County Administrator Budget Book - Supplemental Summary Report |
| P1-678 / P1-679 / P1-688 | Budgeted Form Positions |

D. Adaptive Integrations:

| |
|--|
| INT063 - Workday Outbound Adaptive- GL Transactional Data [Complexity: Low] |
| INT061 - Workday Outbound to Adaptive GL Master Data [Complexity: High] |
| INT073 - Workday Outbound to Adaptive - Revenue Category Master Data [Complexity: Low] |
| INT074 - Workday Outbound to Adaptive - Spend Category Master Data [Complexity: Low] |
| INT075 - Workday Outbound to Adaptive - Fund Master Data [Complexity: Low] |
| INT084 - CIP Projects Adaptive Outbound to Workday -- Budget [Complexity: High] |
| INT083 - Amplifund PPC master data outbound to Adaptive [Complexity: High] |
| INT081 - Adaptive Outbound to Workday for Grants Budget [Complexity: High] |
| INT080 - Workday Outbound to Adaptive Grants Actuals [Complexity: Medium] |
| INT015 - Workday Outbound Cost Center Master Data [Complexity: Low] |
| INT079 - Workday Inbound from Adaptive Publish Plan & Workday Inbound from Adaptive Operational Budget Merged(INT078) [Complexity: High] |
| INT083 - Adaptive outbound to Amplifund - Grants Budget [Complexity: High] |
| INTTBD - Workday outbound to Adaptive CIP Project task/phase level actuals data into modeled sheet [Complexity: Medium] |
| INT### - Workday outbound to Adaptive Project Master Data [Complexity: Low] |
| INT### - Workday outbound to Adaptive Project Phase Master Data [Complexity: Low] |
| INT### - Workday outbound to Adaptive Program Owner Master Data [Complexity: Low] |
| INT### - Workday outbound to Adaptive Funding Entry Master Data [Complexity: Low] |
| INT### - Workday Outbound to Adaptive Encumbrances and Obligations [Complexity: Medium] |

E: Financial Reports

| Report Type | Development Owner | Priority | Complexity | Count |
|-------------|-------------------|----------|------------|-------|
| Composite | IBM | Highest | High | 6 |
| Composite | IBM | Highest | Medium | 20 |
| Composite | IBM | High | High | 8 |
| Composite | IBM | High | Medium | 18 |
| Advance | IBM | Highest | High | 5 |
| Advance | IBM | High | High | 4 |
| Matrix | IBM | Highest | Medium | 2 |
| | | | | 63 |

F: Grants Support

Additional Workday resource to support Grants team with Workday knowledge and support.

Standard Assumptions

Pima County will not be responsible to develop any Workday or MuleSoft integrations.

Charges – Total Additional Charges

The Services will be conducted on a fixed price basis. The fixed price for performing these Services defined in PCR 003 will be **\$615,000 and spread evenly across 3 milestone payments starting with milestone payment #12 due end of February 2024.** The Fees are exclusive of any travel and living expenses, other reasonable expenses incurred in connection with the Services, and any applicable taxes. IBM will invoice Client for the Services performed on a milestone basis as set forth in the Payment Schedule in the Charges section below, plus applicable taxes and subject to Pima County's acceptance approval of the Workday Implementation Billing Milestone Table below.

| Workday Implementation Billing Milestone Table | | | | | | | | | |
|--|-----------|------------|---|--------------|-------------|-----------|----------------|--|---------------|
| Phase | Milestone | Est. Month | Deliverable Name | Amount | Phase | Milestone | Est. Month Due | Deliverable Name | Amount |
| 0 | 1 | Mar '23 | 1 - Change Strategy & Plan 2 - Data Conversion Strategy 3 - Integration Strategy | \$ 550,000 | FIN/ HCM | 13 | Mar '24 | 2 - Workday FIN Go Live Check List & Authorization 3 - Workday DA FIN Final Configuration Workbook Signoff 4 - FIN Gold Tenant Build | \$ 806,500 |
| FIN | 2 | Apr '23 | 1 - FIN Project Plan 2 - Workday DA FIN Project Initiation Checkpoint 3 - FIN Stakeholder Engagement Strategy & Plan | \$ 550,000 | FIN/ HCM | 14 | Apr '24 | 1 - FIN Go Live (users operational in production) 2 - FIN Post Go-Live Conversion 3 - HCM Workset B Configuration Workbooks | \$ 806,500 |
| FIN | 3 | Apr '23 | 1 - FIN FDM Workshop | \$ 550,000 | FIN/ HCM | 15 | May '24 | 1 - FIN First Month End Close 2 - FIN Project Review and Lessons Learned 3 - HCM Workset C Configuration Workbooks | \$ 1,601,500 |
| FIN | 4 | May '23 | 1 - Workday DA FIN Plan Stage Signoff Document 2 - FIN Design Sessions | \$ 550,000 | HCM | 16 | Jun '24 | 1 - HCM E2E Test Strategy 2 - HCM Customer Confirmation Sessions | \$ 601,500 |
| FIN | 5 | Jul '23 | 1 - FIN Workset A Configuration Workbooks 2 - FIN Workset B Configuration Workbooks | \$ 592,000 | HCM | 17 | Jul '24 | 1 - Workday DA HCM Configuration Workbook Signoff 2 - HCM End to End Tenant Build 3 - HCM End to End Handoff | \$ 601,500 |
| FIN | 6 | Aug '23 | 1 - FIN Workset C Configuration Workbooks 2 - Workday DA FIN Configuration Workbook Review 3 - FIN E2E Test Strategy | \$ 592,000 | HCM | 18 | Aug '24 | 1 - HCM Change Impact Assessment 2 - HCM Communications Strategy | \$ 601,500 |
| FIN | 7 | Sep '23 | 1 - FIN Customer Confirmation Session (CCS) 2 - FIN Change Impact Assessment | \$ 592,000 | HCM | 19 | Sep '24 | 1 - HCM Payroll Parallel Testing Plan 2 - HCM Training Strategy & Plan | \$ 592,000 |
| FIN | 8 | Oct '23 | 1 - FIN End to End Tenant Build 2 - FINS End to End Tenant Handoff 3 - FIN Communications Strategy | \$ 592,000 | HCM | 20 | Oct '24 | 1 - Workday DA HCM Integration Build Template Review 2 - HCM Cutover Plan 3 - HCM Payroll Parallel Test Tenant Ready | \$ 592,000 |
| FIN | 9 | Nov '23 | 1 - Workday DA Integration Build Template Review 2 - Workday DA Prism Build Template Review 3 - FIN Training Strategy & Plan | \$ 601,500 | HCM | 21 | Nov '24 | 1 - Workday DA HCM Compliance Review 2 - HCM Job Aids 3 - HCM Payroll Parallel Testing Complete | \$ 592,000 |
| FIN | 10 | Dec '23 | 1 - FIN Cutover Plan 2 - HCM Project Kick Off | \$ 601,500 | HCM | 22 | Dec '24 | 1 - Workday HCM Go Live Check List & Authorization 2 - HCM Pre-Production Tenant Build | \$ 592,000 |
| FIN/ HCM | 11 | Jan '24 | 1 - FIN Job Aids 2 - HCM Project Plan | \$ 601,500 | HCM | 23 | Jan '25 | 1 - HCM Go Live (users operational in production) | \$ 1,592,000 |
| FIN/ HCM | 12 | Feb '24 | 1 - Workday DA FIN Compliance Review 2 - Workday DA HCM Plan Stage Signoff Document 3 - HCM Stakeholder Engagement Strategy & Plan 4 - HCM Workset A Configuration Workbooks | \$ 806,500 | HCM | 24 | Feb '25 | 1 - HCM Project Review and Lessons Learned | \$ 592,000 |
| | | | FY23 | \$ 2,200,000 | | | | | |
| | | | FY24 | \$ 8,795,000 | | | | | |
| | | | FY25 | \$ 5,755,000 | | | | Workday Implementation Grand Total | \$ 16,750,000 |
| | | | | | | | | SOW | \$ 15,200,000 |
| | | | | | | | | PCR1 | \$ 840,000 |
| | | | | | | | | PCR2 | \$ 95,000 |
| | | | | | | | | PCR3 | \$ 615,000 |

PCR Approval

In entering into this PCR, you are not relying upon any representation made by or on behalf of IBM that is not specified in the SOW or this PCR. Each of us agrees that the complete agreement between us about the services referenced in this PCR consists of 1) this Project Change Request and 2) the referenced SOW.

| | |
|---|--|
| Agreed to: | Agreed to: |
| Pima County | International Business Machines Corporation ("IBM") |
| By (Authorized Signature):  | By (Authorized Signature): |
| Title: ERP Executive Project Manager | Title: Associate Partner |
| Name (type or print): Nancy Cole | Name (type or print): Randall Serak |
| Date: 1/11/24 | Date: |